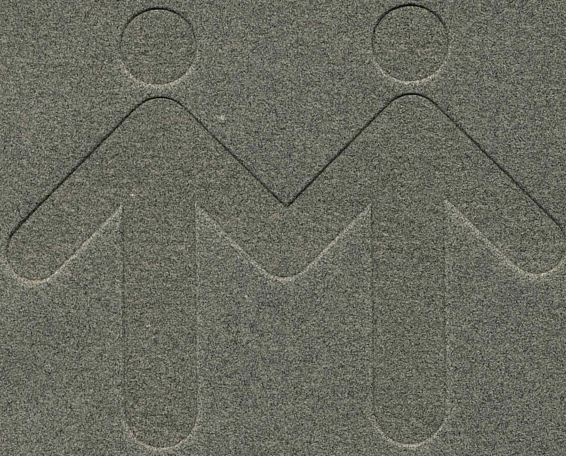


Annual Report 1987

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Missouri at Work

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Missouri Job Training Partnership

Job Training Partnership Act (JTPA)

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The expressed purpose of the Job Training Partnership Act (JTPA) of 1982 is to "establish programs to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment who are in special need of such training to obtain productive employment."



Annual Report to the Governor Program Year 1987

Missouri Job Training Coordinating Council

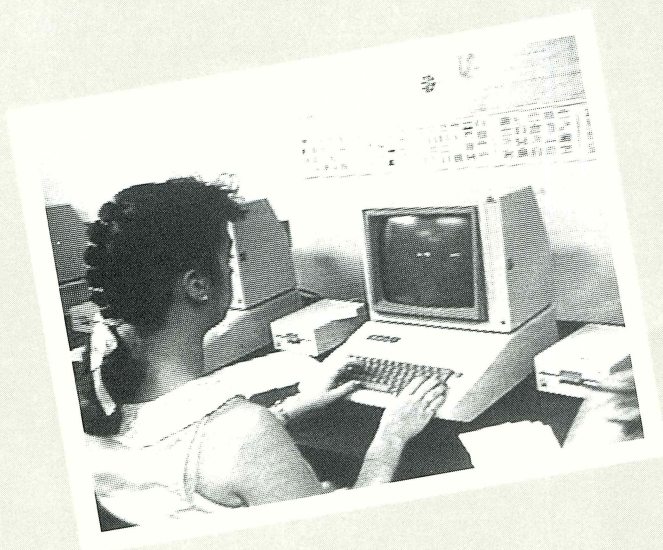
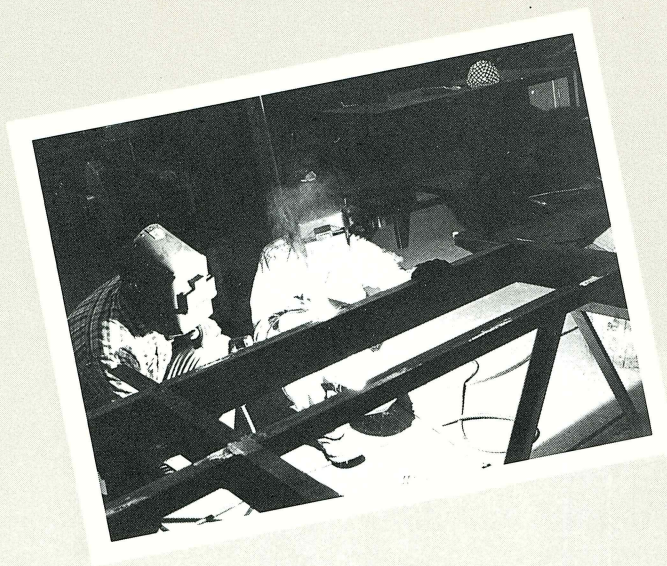
TABLE OF CONTENTS

1987 Pictorial Review of JTPA in Missouri	2
Letter to the Governor from MJTCC Chair	3
JTPA in Missouri - the Past Five Years	4-5
Overview of JTPA in Missouri	6-7
JTPA Funding in Missouri	8-9
JTPA Programs in Missouri	10-13
SDA Highlights	14-16
Statistical Profile of Program Performance	17-21
Governor's Awards	22-25
Missouri Job Training Coordinating Council Summary and Recommendations	26-27
Missouri Job Training Coordinating Council Membership	29

Abbreviations

JTPA	Job Training Partnership Act
PY	Program Year
TY	Transition Year
SDA	Service Delivery Area
PIC	Private Industry Council
MJTCC	Missouri Job Training Coordinating Council

1987 Pictorial Review of JTPA in Missouri



Letter to Governor from MJTCC Chair



The Honorable John D. Ashcroft
Governor, State of Missouri
Executive Office
State Capitol
Jefferson City, Missouri 65101

Dear Governor Ashcroft:

It is with a great sense of accomplishment that I present you this report from the Missouri Job Training Coordinating Council on the performance of Job Training Partnership Act (JTPA) programs in Missouri. This report is for the period July 1, 1987 through June 30, 1988.

Since its inception October 1, 1983, JTPA has been the energizing force and an effective tool in bringing together the Missouri job training system. Over the ensuing years, the Council has successfully assumed the vital role of building and enlarging the job training partnership to prepare more Missourians for greater employment opportunities.

This report then is about Missourians and a job training initiative that keeps Missouri at work. Thanks to the combined efforts of state and local agencies, Private Industry Councils, labor groups and private industry, much has already been done to secure Missouri's economic future by providing for a skilled, productive workforce. But so much more needs to be done if Missouri is to achieve the objective of full employment.

In this past year, the Council was instrumental in the establishment of a statewide training institute for job training professionals, development of job training program marketing materials, and the initiation of private industry council local coordination planning. Specific policy issues of adult literacy and the appropriateness of job training were also addressed by the Council.

On behalf of the Council, it is an honor to work with you and the "Missouri At Work" job training system as we strive to shape Missouri's workforce and economy for a better future for all Missourians.

Sincerely,

Ken Christgen, Jr.
Chair

JTPA in Missouri - the Past Five Years

JTPA in Missouri

Missouri can be proud of its accomplishments during the first five years of experience with the Job Training Partnership Act (JTPA).

At a time when JTPA has been criticized in some areas of the country for serving only the most likely to succeed, Missourians with significant barriers to employment are being helped through a system which emphasizes remedial and basic skills training for the most in need.

The Missouri Job Training Coordinating Council (MJTCC) with the cooperation of Private Industry Council (PIC) chairs and Service Delivery Area (SDA) administrators and state staff have developed policies and programs that address the needs of special populations.

The result has been a growing proportion of special populations

being served today than earlier in the JTPA experience. One of these groups, veterans, has benefitted by a new program initiated through Title IV-C (see page 12) to better coordinate the services that are available to them through employment and training programs.

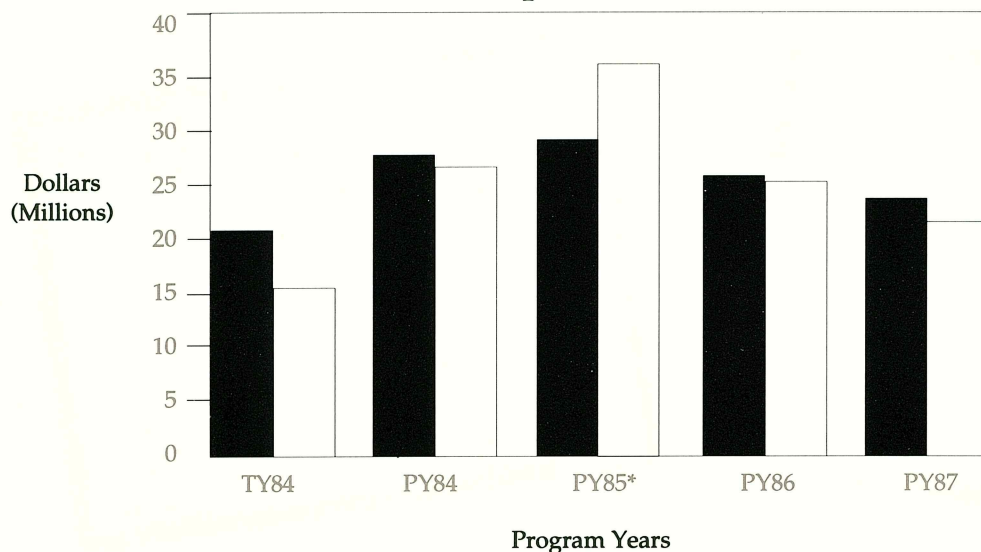
Another major accomplishment has been a steady improvement in the percentage of people placed in jobs through JTPA. The entered employment rate (number of JTPA participants placed in unsubsidized jobs compared to the total number leaving training) has increased since 1984 for nearly every special population group. In fact, this entered employment rate is above the national standard for every special population group in our state.

The MJTCC has responded to the Governor's Coordination and Special Service Plan by adopting policies that direct programs

toward an emphasis in remedial education and customized training. A review of the results indicates that special population groups have been receiving a better mix of training. Remedial and basic education, exemplary youth activities and customized training activities have increased for all of the special population groups.

After five years of experience with the Job Training Partnership Act, the evidence suggests that Missouri has maintained its commitment to offer programs that are responsive to the needs of its citizens.

Allocations and Expenditures -- Title II-A 78%



** The high expenditure rate is allowed due to carry-over which is not included in "allocated"*

JTPA in Missouri - the Past Five Years

Total Served in Title II-A 78%

	TY84		PY84		PY85		PY86		PY87		Change in % TY84 - PY87
	#	%	#	%	#	%	#	%	#	%	
Total	13594		19316		22171		21066		19629		
Females	5643	42%	9104	47%	10856	49%	10588	50%	9865	50%	+ 8%
Veterans	1957	14%	2140	11%	2234	10%	1936	9%	1884	10%	- 4%
Handicap	647	5%	1083	6%	1554	7%	1471	7%	1335	7%	+ 2%
Single HH*	2202	16%	3629	19%	4284	19%	4131	20%	4051	21%	+ 5%
Dropout	3707	27%	5142	27%	6376	29%	5950	28%	6039	31%	+ 4%
Welfare	2301	17%	3600	19%	4071	18%	4059	19%	3803	19%	+ 2%
Offender	698	5%	1044	5%	1351	6%	1066	5%	1077	5%	0%
Non-White	3448	25%	5455	28%	6351	29%	6814	32%	6117	31%	+ 6%

Entered Employment Rates -- Title II-A 78%

	TY84		PY84		PY85		PY86		PY87		Change in % TY84 - PY87
	#	%	#	%	#	%	#	%	#	%	
Total	6575	65%	9547	63%	11852	63%	11052	62%	11012	65%	
Females	2456	58%	4409	62%	5570	62%	5268	60%	5320	63%	+ 5%
Veterans	1236	78%	1282	75%	1416	74%	1191	74%	1260	77%	- 1%
Handicap	249	47%	473	56%	664	50%	694	54%	624	55%	+ 8%
Single HH*	1022	63%	1837	66%	2244	64%	2162	63%	2220	67%	+ 4%
Dropout	1842	63%	2661	64%	3357	61%	3153	62%	3230	62%	- 1%
Welfare	847	50%	1499	51%	1730	51%	1722	52%	1754	55%	+ 5%
Offender	356	64%	545	63%	730	60%	631	66%	652	69%	+ 5%
Non-White	1383	54%	2547	54%	3069	57%	3306	55%	3302	60%	+ 6%

Training Trend Analysis

Change in % Enrolled

Title II-A 78%

	Females	Veterans	Handicap	Single HH*	Dropout	Welfare	Offender	Non-White	Total 78%
Inst Skill Training	- 10%	- 5%	- 5%	- 9%	- 6%	- 9%	- 6%	- 19%	- 8%
On-the-Job Training	- 1%	- 1%	+ 4%	- 3%	- 5%	0	- 8%	- 7%	- 3%
Customized Training	+ 7%	+14%	+ 1%	+ 8%	+ 6%	+ 5%	+ 2%	+ 4%	+ 7%
Remedial & Basic	+ 8%	+ 2%	+ 3%	+10%	+10%	+10%	+ 7%	+ 4%	+ 5%
Upgrade & Retraining	- 6%	-13%	- 2%	- 7%	- 7%	- 4%	- 5%	- 3%	- 8%
Job Search/Job Club	- 1%	0	+ 6%	0	- 3%	- 2%	+ 2%	+ 9%	+ 1%
Exemplary Youth Act.	+ 4%	+ 1%	+ 3%	+ 2%	+ 8%	+ 4%	+ 4%	+ 9%	+ 5%
Work Experience	- 2%	- 1%	- 3%	+ 1%	0	0	- 4%	+ 1%	- 1%
Other Activities	+ 3%	+10%	- 4%	+ 4%	+ 1%	+ 1%	+13%	+ 4%	+ 5%

*Single Head-of-Household

Overview of JTPA in Missouri

The Legislation

The Job Training Partnership Act (JTPA) of 1982 authorizes programs which prepare youth and unskilled adults for productive employment. It provides for training to help people with limited income or facing serious barriers to employment to obtain jobs. The Act also provides for employment and training services for permanently laid-off and older workers.

Title I

Title I provides authority and procedures for establishing advisory, policy making, and administrative entities required to carry out the provisions of the legislation.

Title II

Title II provides for the distribution of funds, authorizes training activities for eligible youth and adults, and outlines uses of some state-administered funds.

Title III

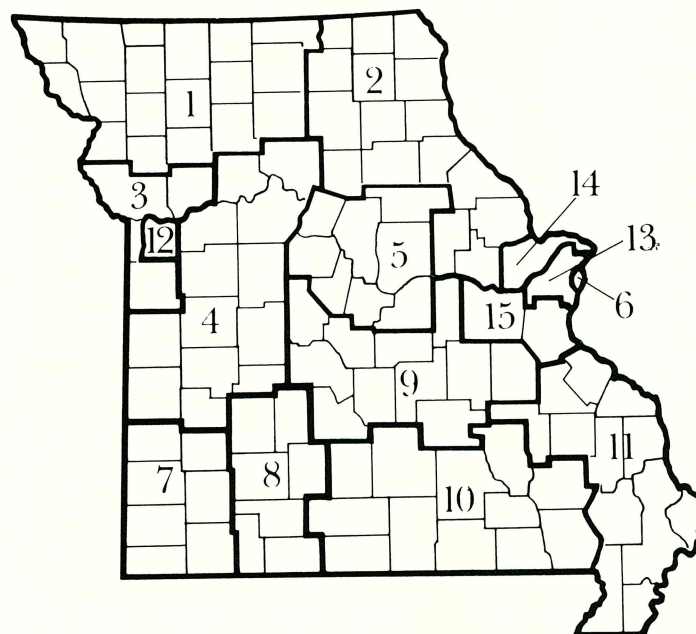
Title III provides guidelines for the state-administered Worker Reentry Programs.

Title IV

Title IV provides guidelines for JTPA programs administered on the federal level.

Title V

Title V establishes employment- and training-related revisions to the Social Security Act and the Wagner-Peyser Act.



Service Delivery Area (SDA) Titles:

1. Area Job Training Partnership Administration
2. Mark Twain Regional Council of Governments
3. Full Employment Council, Inc.
4. Western Missouri Private Industry Council, Inc.
5. Private Industry Council for SDA 5, Inc.
6. St. Louis Agency for Training and Employment
7. SDA 7 Private Industry Council, Inc.
8. Job Council of the Ozarks
9. Lake of the Ozarks Council of Local Governments
10. Ozark Action, Inc.
11. Southeast Missouri Private Industry Council
12. Full Employment Council, Inc.
13. St. Louis County Office of Employment and Training Programs
Department of Human Resources
14. St. Charles County Office of Employment and Training Programs
15. Jefferson-Franklin Counties, Inc.

Overview of JTPA in Missouri

How JTPA Is Administered

The Act continues the federal government's commitment to provide assistance to targeted populations. It also increases State responsibility for the general administration of the programs, which are locally implemented.

The Missouri Job Training Coordinating Council meets approximately six times each year to discuss job training, program coordination, service delivery, performance standards and other employment and training issues.

The Council provides the Governor with advice to enhance the job development and training system. The Council has significant representation from the private sector, including its chairperson.

The Division of Job Development and Training administers JTPA and state funds to 1) provide training for economically disadvantaged youth and adults; 2) establish worker reentry training designed to meet the needs of Missouri employees and employers in a technologically changing economy; 3) help train and find jobs for older workers; and 4) provide customized training to meet needs of new and

expanding employers.

The Service Delivery Areas are 15 geographically defined areas in Missouri where JTPA services are available. Representatives of the private and public sectors serve on the Private Industry Council (PIC). They are responsible for identifying the training needs and designing programs to meet those needs in its Service Delivery Area.

Missouri JTPA Administration

SDA	Private Industry Council Chairperson	Chief Elected Official	Administrative Entity	Administrator
1	John Kuttler	Honorable Roy Simpson	Area Job Training Partnership Admin.	Larry Markway
2	Hazel Smith	Honorable John E. Yancey	Mark Twain Regional Council of Govts.	Burley Bertram
3	Richard P. Kreckler	Honorable Richard Berkley	Full Employment Council, Inc.	Clyde McQueen
4	Lelan Deems	Honorable Ray Maring	Western Mo. PIC, Inc.	Dr. Judy Kuhlman
5	Mark Haviland	Honorable J. W. Toalson	Private Industry Council for SDA 5, Inc.	Jim Marcantonio
6	Robert E. Bell	Honorable Vincent Schoemehl, Jr.	St. Louis Agency for Training & Employment	Vanetta Rogers
7	Tom Ward	Honorable Jack Hensley	SDA 7 PIC, Inc.	Marvin Parks
8	W. K. Lewis	Honorable H. C. Compton	Job Council of the Ozarks	Dr. Chet Dixon
9	Bob Douglas	Honorable John C. F. Morris	Lake of the Ozarks Council of Local Governments	Betty Beeman
10	Darrell Dement	Honorable Don Holman	Ozark Action, Inc.	Bill Young
11	Allen Walker	Honorable Gene E. Huckstep	Southeast Mo. PIC	Mary McBride
12	Paul Consiglio	Honorable Barbara Potts	Full Employment Council, Inc.	Clyde McQueen
13	Milton Bischof, Jr.	Honorable Gene McNary	Dept. of Human Resources	Wayne Flesch
14	Joyce Williams	Honorable Gerald Ohlms	Office of Employment and Training Programs	Marvin Freeman
15	John Rhodes	Honorable William F. Diez Honorable Elizabeth Faulkenberry	Jefferson-Franklin Counties, Inc.	Ronald Ravenscraft

JTPA Funding in Missouri

Resources Available Program Year 1987 Allocation of JTPA Funds

Title II Training Services for the Disadvantaged

1.	SDA Adult and Youth Programs		\$43,596,166
a.	Regular Adult/Youth (78% of Title II-A)	\$29,635,496	
b.	Summer Youth (100% of Title II-B)	\$13,960,670	
2.	State-Administered Funds (22% of Title II-A)		\$12,262,366
a.	Experienced Worker Program (3%)	\$ 1,115,633	
b.	Education Coordination (8%)	\$ 6,319,674	
c.	Program Administration (5%)	\$ 1,779,162	
d.	Incentive/Technical Assistance (6%)	\$ 3,047,897	
i.	Incentive	\$1,900,104	
ii.	Technical Assistance	\$1,147,793	

Title III Worker Reentry Programs

1.	Title III-F - State Worker Reentry Programs	\$ 2,565,475
2.	Title III-D - Shoeworker	\$ 188,489
3.	Title III-D - Farmers	\$ 350,000
4.	Title III-D - ARMCO, Inc.	\$ 500,000

Title IV-C

Veterans	\$ 165,000
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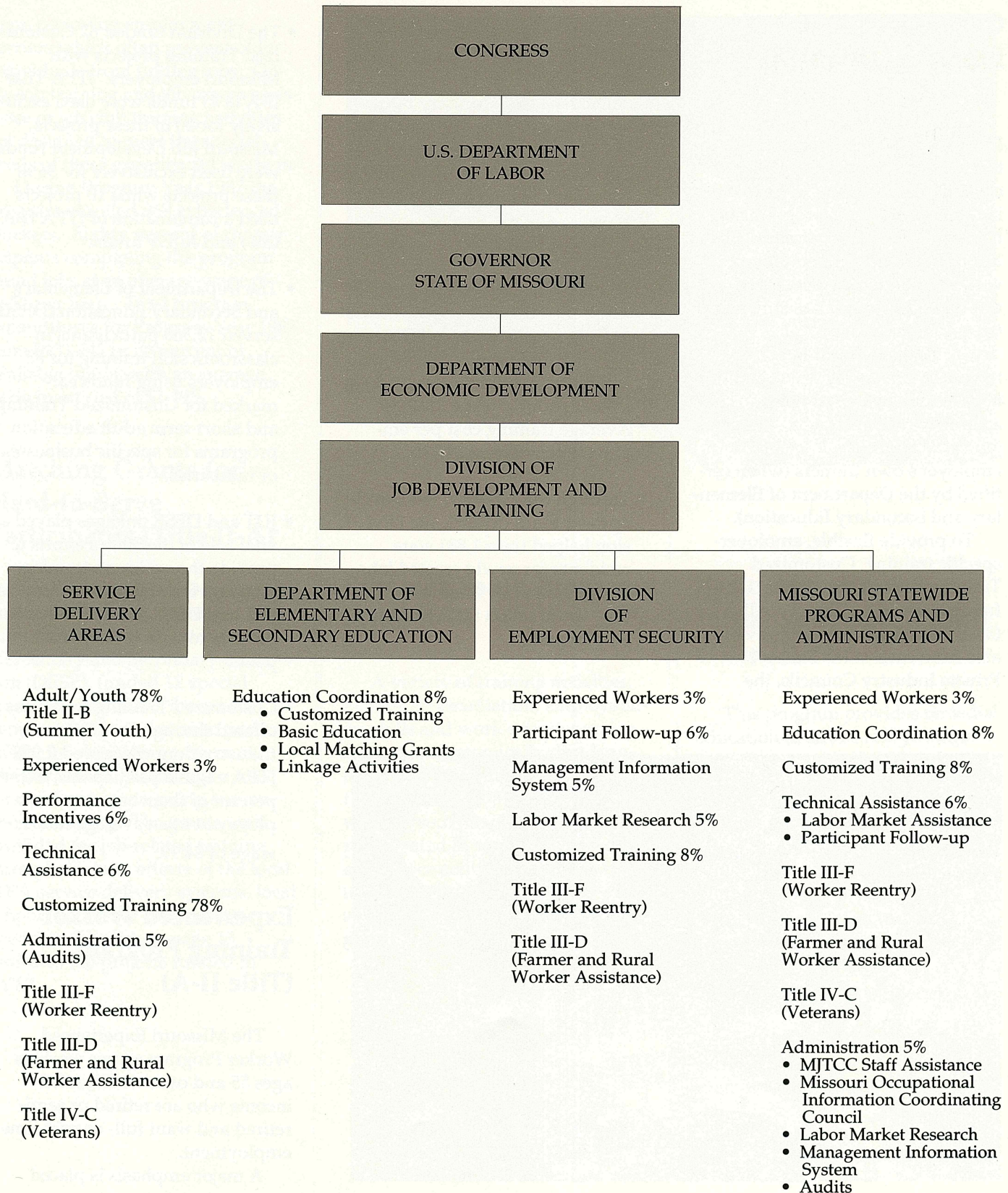
**Total Federal Allocation for
Program Year 1987** \$59,627,496
including Carry-In
(for the period 07/01/87 - 06/30/88 with the
exception of Summer Youth Program which is
10/01/87 - 9/30/88)

PROGRAM ALLOCATION BY SDA

SDA	Title II-A (78%)	Title II-A (6%)	Title II-B	Total
1	\$ 1,509,698	\$ 60,891	\$ 823,011	\$ 2,393,600
2	1,442,754	22,058	626,947	2,091,759
3	2,517,631	245,400	1,773,677	4,536,708
4	1,289,002	42,655	611,744	1,943,401
5	890,873	147,734	486,570	1,525,177
6	5,852,514	334,097	1,939,307	8,125,918
7	1,437,518	108,648	520,911	2,067,077
8	1,762,080	123,335	831,149	2,716,564
9	2,178,126	75,214	965,599	3,218,939
10	1,964,105	120,640	801,968	2,886,713
11	2,875,710	63,422	1,274,067	4,213,199
12	567,925	10,467	393,431	971,823
13	3,506,216	393,784	1,740,693	5,640,693
14	501,570	32,414	313,805	847,789
15	1,339,774	119,345	857,791	2,316,910
Total	\$29,635,496	\$1,900,104	\$13,960,670	\$45,496,270

JTPA Funding in Missouri

JTPA Funding Flow PY87



JTPA Programs in Missouri

Customized Training Program (Title II-A)

The Customized Training Program provides assistance to train eligible persons for newly created jobs with new and expanding employers. This program also helps retain existing Missouri jobs through retraining of employed workers when made necessary through new capital investments by the employer.

Customized Training can be in the classroom and on-the-job. It can be provided by a private institution, an area vocational/technical school, junior college, college, or an employer's own trainers (when certified by the Department of Elementary and Secondary Education).

To provide flexible, employer-specific training, Customized Training draws from several funding sources: JTPA Title II-A (8%), JTPA Title II-A funds available from each of the State's 15 Private Industry Councils, the

Missouri Job Development fund, and General Revenue funds available through the Department of Elementary and Secondary Education. These combined resources made \$13,008,591 available during Program Year 1987 to fund eligible Customized Training activities.

In Program Year 1987:

- The Division of Job Development and Training (JDT) served 1,532 eligible participants via JTPA Title II-A (8%) funds. Those who entered employment received an average hourly wage of \$4.86. Average training cost per employed person was \$1,188.
- Through the Missouri Job Development Fund (MJDF), the Division helped train 1,881 state residents for newly created jobs, and retrain 6,529 Missourians so they could retain their current employment.

- The Division funded 82 Customized Training projects with Missouri employers. JTPA Title II-A (8%) funds were used exclusively for 36 of these projects, Missouri Job Development funds were used exclusively for 36 of these projects while 10 projects used a combination of JTPA II-A (8%) and MJDF funds.

- The Department of Elementary and Secondary Education (DESE) served 12,365 participants in classroom skill training for 83 employers using funds earmarked for Customized Training and short-term adult education programs for specific businesses or industries.

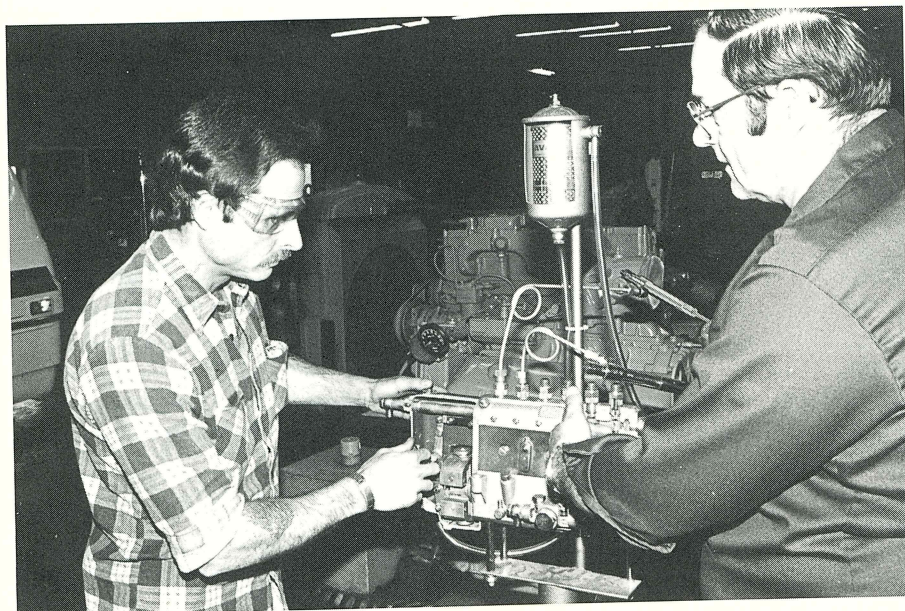
- JDT and DESE linkages played a vital role in the State's efforts to provide the optimum training program for Missouri employers. JDT and DESE jointly funded 32 projects to train 6,402 participants.

- Customized Training activities offered through the 15 Private Industry Councils served 2,958 JTPA eligible participants, with 85 percent of them entering employment at an average hourly wage of \$4.99.

Experienced Worker Training Program (Title II-A)

The Missouri Experienced Worker Program serves workers ages 55 and over with limited income who are retired or semi-retired and want full- or part-time employment.

A major emphasis is placed

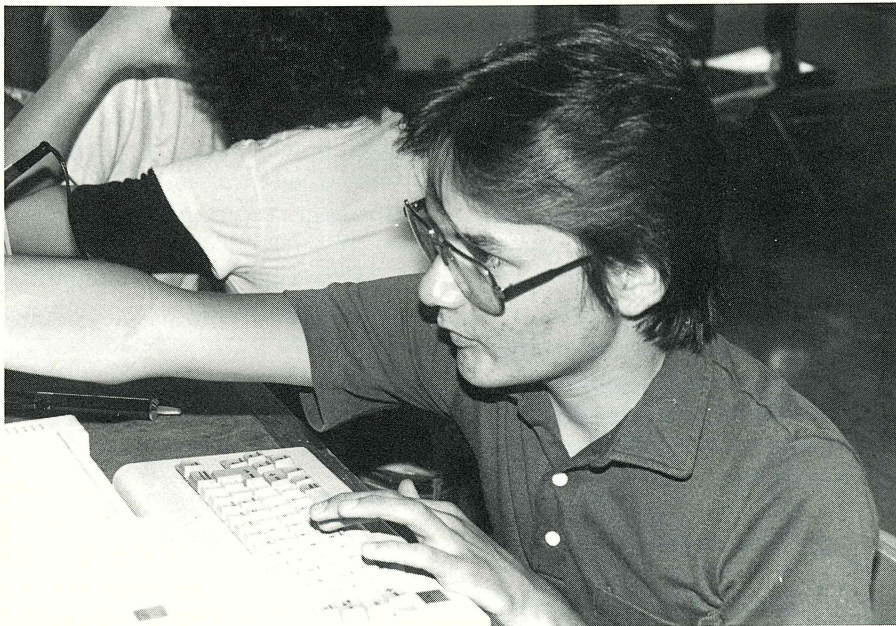


upon removing employment barriers which often prevent older individuals from finding jobs. On-the-job training and job search assistance or job club training activities are designed to meet the special needs of these experienced workers.

During Program Year 1987 the program enrolled 969 experienced workers. Eighty percent of the participants completing the program found jobs at an average wage of \$4.51 per hour. Total program expenditures for Program Year 1987 were \$951,441 or 86 percent of available funds, with an average participant cost of \$1,496.

Matching Grants for Hard-to-Serve Participants (Title II-A)

The Division of Job Development and Training, through a contract with the Department of Elementary and Secondary Education (DESE), funded 12 special grants in eight SDAs for services to people who face barriers to participation in job training programs. The barriers might include a need for child care or on-going one-on-one counseling. The grants were provided for job-related training through the joint efforts of the local JTPA service delivery systems, local schools and other community agencies. The list on page 13 indicates the projects funded in PY'87.



Summer Youth Programs (Title II-B)

A variety of training activities, including remediation, employability skills and work experience, are offered to economically disadvantaged youth during the summer. In the summer of 1987, 10,249 youth were served, the majority of which participated in some type of work experience activity. There was a total of 9,440 (92.11%) youths who successfully completed the program.

Basic Education Initiative Program (BEI) (Title II)

This program provides remedial education to adults and youth, and is implemented in the SDAs by the Division of Job Development and Training and the Employment Training and Adult Basic Education (ABE) sections of the Department of Elementary and Secondary Education. It features a computer-assisted instruction system that assists JTPA and ABE participants in upgrading their educational levels and obtaining high school equivalency certification.

Program Year 1987 ended with 18,112 people served by the program in 50 locations.

JTPA Programs in Missouri

Worker Reentry Programs (Title III)

Worker Reentry Programs help serve workers who are laid off because of business closures or cutbacks and are not likely to return to their previous industry or occupation.

Services include assessment and testing, job search assistance or job clubs, counseling and other supportive services, and classroom and on-the-job training.

In Program Year 1987:

- The Division of Job Development and Training enrolled more than 5,300 laid-off workers through its program operators in all 15 of the State's Service Delivery Areas.
- Ninety-two percent of the available State Title III formula funds (\$2,532,902) and 77 percent of the available General Revenue funds (\$1,749,184) were used to help

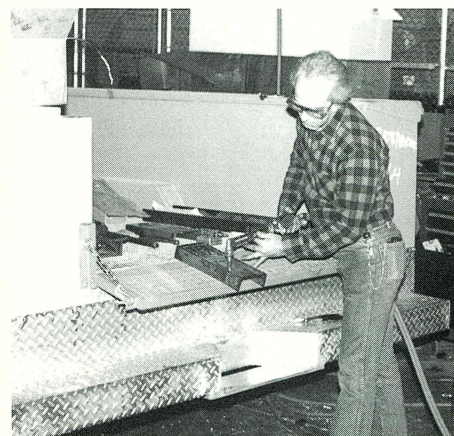


laid-off workers reenter the work force.

- \$167,000 in additional Title III discretionary funds was used to serve idled farmers, ranchers and other agriculture-related workers.
- Seventy-eight percent of laid-off workers receiving services secured employment at an average hourly wage of \$6.92. Cost per placement was approximately \$1,100.
- \$500,000 in additional Title III discretionary funds was received through a request to the U. S. Secretary of Labor to serve 242 steelworkers laid off at Armco, Inc. in Kansas City.
- Approximately \$575,000 in 8% Vocational Training funds was used to enroll 435 laid-off workers in skilled vocational training classes.
- The Division provided Rapid Response services to 16 compa-

nies that laid off approximately 5,900 employees because of closures or permanent mass layoffs.

- The Division successfully completed training activities for laid-off shoe industry workers. Services were provided to 104 percent or 521 of the planned number (500) of shoe workers with \$222,822 in Title III discretionary funds.



Missouri Veterans Program (Title IV-C)

The Veterans Program began in PY87. It requires that the state focus on veterans as a special need group for job training and placement activities. Eligible veterans are: 1) service-connected disabled veterans; 2) Vietnam-era veterans; and 3) recently separated veterans.

There were 1,822 veterans served in PY87, a 1% increase in participation level over PY86.

Title IV-C Eligible Served

	<u>78%</u>	<u>3%</u>	<u>8%</u>	<u>Title IV</u>
Disabled	13	6	4	7
Vietnam-era	661	3	61	544
Recently separated	441	2	47	33

JTPA Programs in Missouri

JTPA/DESE Matching Grants Program Year 1987

PROJECT NAME & COST	SDA	PROJECT DESCRIPTION	TARGET GROUP	PLANNED ADULT	YOUTH
Linn Technical College Total: \$51,393 JTPA: \$22,987	5/9	Classroom training in general office and secretarial skills	Aid to families with dependent children and age 16-21 youth	12	8
Graff Area Vocational Technical School Total: \$972 JTPA: \$480	8	Remedial education in basic academic skills	Potential student dropouts and dropouts age 14-21	0	72
St. Charles Community College Total: \$109,659 JTPA: \$54,820	14	Remedial education in basic academic skills	Potential student dropouts and dropouts age 14-21	125	25
Lake Area AVTS Total: \$233,485 JTPA: \$110,486	9	Vocational training in various occupations	Single parents, handicapped youth	35	15
Waynesville AVTS Total: \$5,895 JTPA: \$2,892	9	Remedial education in basic academic skills	Potential school dropouts	0	14
Pioneer College Total: \$133,261 JTPA: \$66,400	3	Classroom training in general office and secretarial skills	Aid to families with dependent children and school dropouts	32	8
Hannibal AVTS Total: \$118,975 JTPA: \$53,200	2	Remedial education in basic academic skills	Fourteen and 15-year old children, potential student dropouts and dropouts 16 and over	144	26
St. Louis Public Schools Total: \$133,487 JTPA: \$63,694	6	Remedial education in basic academic skills and adult basic education	Potential student dropouts age 16-21, offenders, and limited English-speaking adults	80	30
North K.C. School District Total: \$100,186 JTPA: \$50,005	3	Remedial education in basic academic and vocational awareness training	Potential student dropouts who are high school freshmen and sophomores	0	102
Columbia Public Schools Total: \$57,195 JTPA: \$28,597	5	Classroom training in typography and on-the-job training	Physically handicapped individuals	16	0
State Fair Community College Total: \$191,044 JTPA: \$93,844	4	Remedial education in basic academic skills, as well as skill training	Rural single parents and displaced homemakers	45	30
State Fair Community College Total: \$103,962 JTPA: \$47,235	4	Diagnostic, assessment, and referral services	All barriers to employment groups	75	50

FEC Co-Sponsors "Work Works" Campaign

The Full Employment Council, Inc. co-sponsored a national youth employment outreach campaign, "Work Works", with the National Alliance of Business and the National Association of Broadcasters.

The campaign was a national concert tour featuring the highly acclaimed Rap group, RUN DMC. The project was sponsored by the Summer Youth Program of FEC.

A press conference was coordinated by the local chapter of the National Association of Broadcasters at which RUN DMC received the Key to the Cities of Independence, from Mayor Barbara Potts, and Kansas City, from Mayor Richard Berkley.

Free posters from the National Alliance of Business were given to over 700 youth as they signed up for job search assistance. The FEC Summer Jobs for Youth telemarketing staff contacted the youth and many of them were among the 3,300 youth placed in summer jobs by the Full Employment Council, Inc., Kansas City, serving SDAs 3 and 12.

Customized Training Program Proves Successful in St. Charles

In Program Year 1987, SDA 14 operated a very successful Customized Training Program.

Customized Training was provided by over 40 employers to approximately 115 participants. Businesses from manufacturing, wholesale trade, retail trade, service, and public administration agencies operated these programs.

A 97%-entered employment rate and an average wage of \$6.54 per hour was achieved. Of special importance was the welfare recipient-entered employment rate of 97%.

The success of the Customized Training Program in St. Charles County can be attributed to the coordination and cooperation between the Administrative Entity, Lewis & Clark Voc-Tech School and Job Service in providing a team approach to prospective employers.

SDA 5 Services Hard-To-Serve

SDA 5 was successful in its exemplary service to hard-to-serve populations, especially dropouts and welfare recipients.

In its service to school dropouts, the service requirement was exceeded at 131%, the best in the state. The majority of dropouts was enrolled in Adult Basic Education with many utilizing the computerized instructional material supplied through JTPA funding.

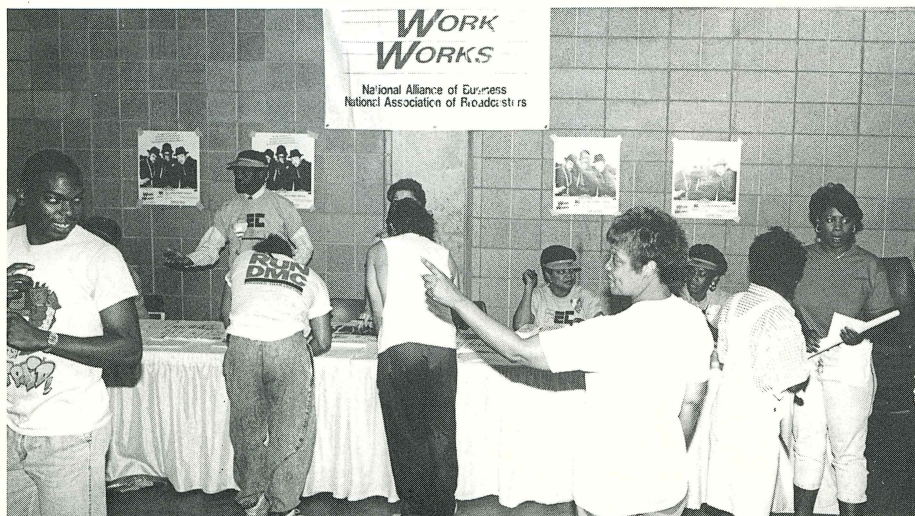
While welfare recipients face many difficult barriers to employment, they were able to take advantage of a combination of job-specific skills training, remedial education and job search activities. The SDA exceeded its welfare service requirement by attaining a 211% service level.

Assessment Center Provides New Service to Western Missouri

The Western Missouri Private Industry Council, Inc., moved into PY87 with another new element designed specifically to meet the needs of its rural at-risk population.

Through a Coordinating Matching Grant, the PIC, along with State Fair Community College in Sedalia, piloted an SDA-wide Assessment Center.

The Center first went on the road in September of 1987 proposing to serve 50 youth and 75 adults by June 30, 1988. In the first twelve months of operation, the Assessment Center served 29 youth and



117 adults that were JTPA-eligible.

The list of available tests is extensive, and ranges from specific skill tests for reading and math, to general interest testing.

All of the area vocational schools in the SDA participate in the effort which covers 13 counties, with referrals coming from a wide range of sources.

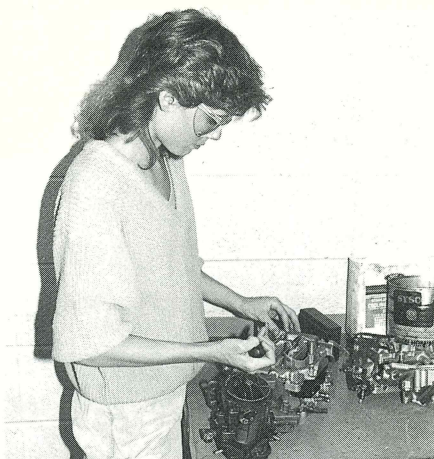
Training Site Established in SDA 1; Over 400 "On the Road Again"

During PY87 state and local funds were utilized in SDA 1 by Missouri Nebraska Express, Inc. (MNX), St. Joseph, to successfully establish a Truck Driver Training site and train over 400 new drivers.

N.S. Hillyard Vocational Technical School assisted MNX in securing funding from the Missouri Customized Training Program to train the MNX staff in curriculum development and instructional techniques, and secure the necessary items to start the classroom training.

The site was opened in March, 1987, with the first OJT placed in August, 1987. Each trainee attends 2-3 weeks of in-depth classroom training on regulations, equipment, map reading, trip planning, defensive driving, shipping and receiving procedures, customer relations, hazardous materials, dispatching and 50 hours of truck driving instruction. Each participant is then assigned to a trainer and spends four weeks on the road.

Due to the success of this program, a new Truck Driver Training site was opened in Joplin on January 1, 1988, to provide similar on-the-job training to southwest Missouri citizens.



94% of Teen Mothers and Dropouts Get GED

Due to the efforts of the Job Council of the Ozarks, young high school dropouts now have a "place" in the Job Council's employment and training programs.

As part of its commitment to localize the Youth 2000 initiative, Job Council expanded its PLACE Program (Project for Learning and Career Education) and Teen Mother Program. These GED programs, with computer-aided instruction and certified instructors, can now be seen in Branson and Bolivar, as well as Springfield where the program originated.

The programs, which received a 1987 Governor's Award for outstanding contributions for special populations, have undergone several refinements and improvements since the PLACE Program began in 1981. In 1987 a modified version was developed to serve teen mothers.

Participants have a part-time job and a mix of academic, life skills/career development and 15 hours of instruction per week geared to individual needs, all leading to a GED. In PY87, 94 of the 100 partici-

pants passed the GED test. Other employment and training agencies now use Job Council's GED programs as models in developing their own service.

The programs operate under contract with the Ozarks Area Community Action Corporation.

Southeast Missouri PIC Literacy Program Is a "Workout"

The Southeast Missouri Private Industry Council took an important first step in literacy in SDA 11 with its Title II-B Educational Enrichment Program.

In order to encourage enrollments in educational enrichment, the PIC, in its contracts with service agencies, mandated that 50% of all enrollees would be functioning at or below the 40th percentile on standardized reading or math tests.

The distribution of classroom time over the span of the summer varied considerably from one subcontractor to another. Youth were required to attend all classroom hours in order to be eligible to participate in work activities. Significant academic achievements were attained.

"This program really gives your math skills a workout," said one student. Another said, "I liked the program because . . . you learn a lot of things that will help you out in the world later on, and I hope next year's (students) can learn as much as I did here."

The program received the Governor's PY87 Literacy Award.

SDA 15: A Skill Training One-Stop Service

Jefferson College, East Central College, and Four Rivers Area Vocational Technical School have made outstanding contributions to the success of Skill Training in SDA 15. Several PY87 performance standards were met and exceeded.

A unique system was developed for recruitment, eligibility, assessment and selection into training known as "Central Intake." This system coordinated the training institutions, Employment Security, and SDA into a "one-stop service" for the applicant/participant.

A "total" participant assessment approach has proved excellent in alleviating several barriers to employment.



Performance Measurement in Missouri

All of the performance standards established for JTPA by the Department of Labor were exceeded in Missouri during Program Year 1987. Missouri's SDAs exceeded all of their placement rates for PY87 as well.

Performance vs. Standards

<u>Performance Measure</u>	<u>Performance Standard</u>	<u>Actual Performance</u>
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ADULTS

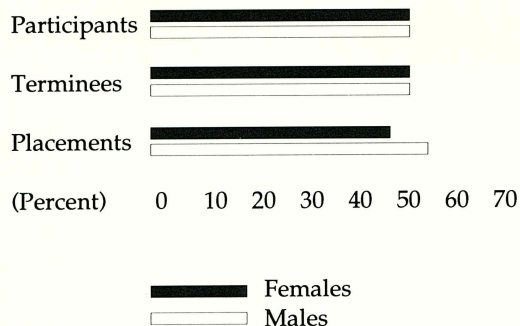
Entered Employment Rate	64%	74%
Cost/Entered Employment Rate	\$3,702	\$2,404
Average Wage at Placement	\$4.72/hr.	\$4.79/hr
Welfare Entered Employment Rate	51%	64%

YOUTH

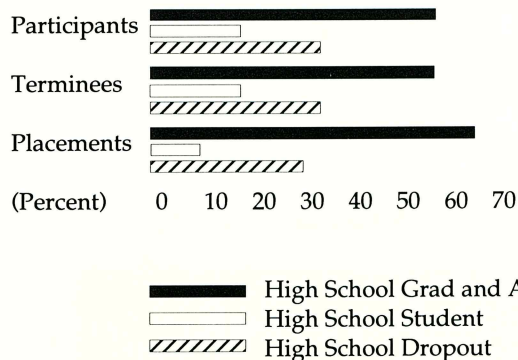
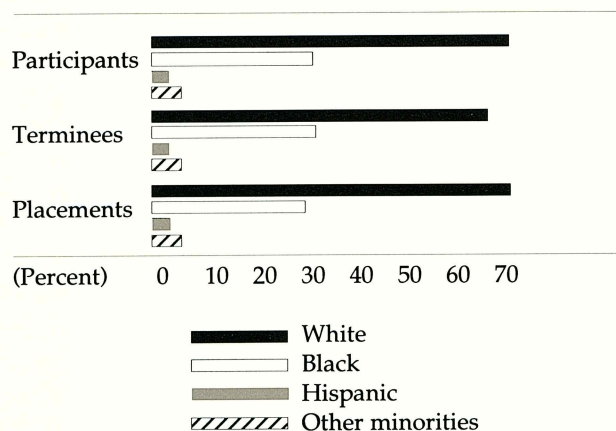
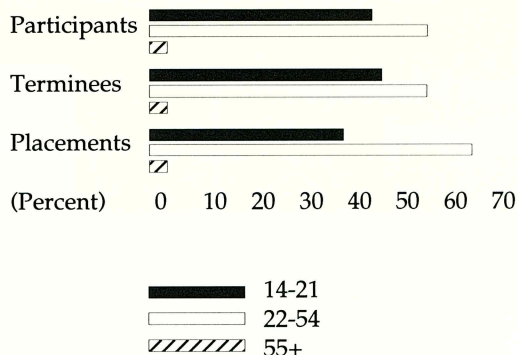
Entered Employment Rate	47%	53%
Positive Termination Rate	75%	84%
Cost Per Positive Termination	\$3,609	\$1,860

Statistical Profile of Program Performance

Male/Female



Age



Characteristics of JTPA Participants

A typical participant for Program Year 1987 is white (69 percent) between the ages of 22 and 54 (55 percent) and has a high school education (57 percent). This shows that a higher percentage of minorities are served than their incidence in the economically disadvantaged population, since 83 percent of the eligible population is white. All ages were served in proportion to the eligible population. Males and females were equally represented among the participants. It also is

significant to note that 31 percent of JTPA participants were classified as dropouts. The Missouri service level exceeds the national average for JTPA services to dropouts.

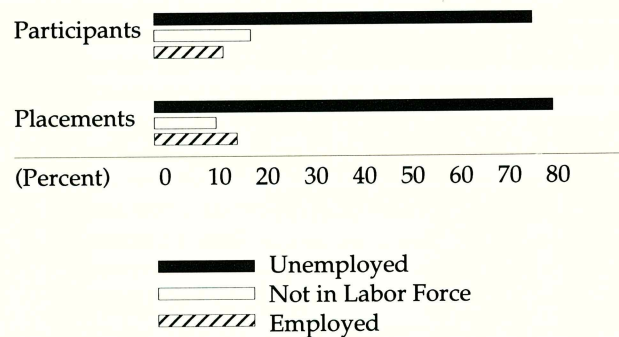
Employment status (page 19) is defined at the time of application to JTPA. Statistics show that 89% of the participants served were either unemployed (74%) or not actively seeking employment (15%) at the time of enrollment into JTPA.

The Placement statistics show that 88% of all participants who found jobs were unemployed prior to JTPA (79%).

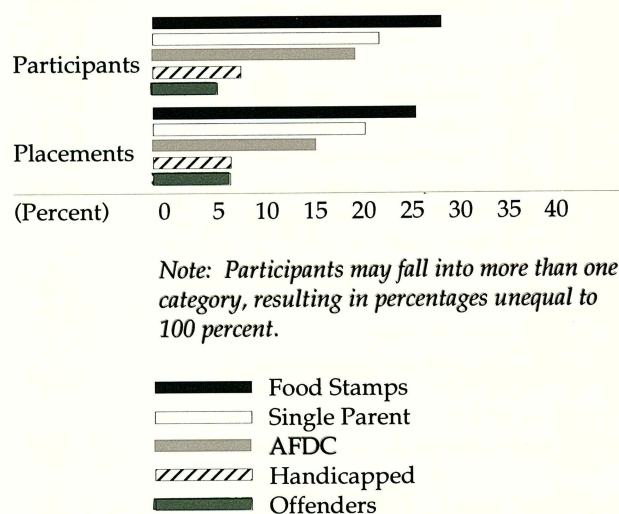
The *Other* characteristics show the service level (participants) and placement statistics for some of the special target populations under JTPA, including Food Stamp recipients (28%), single parents (21%), AFDC recipients (19%), handicapped (7%), and offenders (5%). The service level to Food Stamp recipients and single parents increased 1% over last year's performance.

Statistical Profile of Program Performance

Employment Status



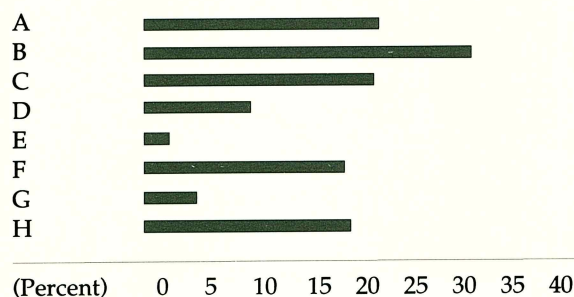
Other



Statistical Profile of Program Performance

Services Provided to JTPA Participants Program Year 1987

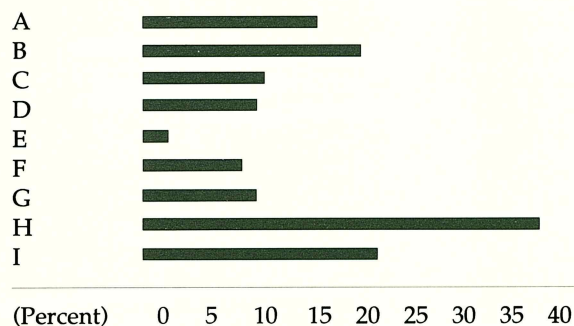
Adults



Service Provided	# Served
A. Skill Training	2,297
B. On-the-Job Training	3,366
C. Customized Training	2,219
D. Remedial/Basic Training	879
E. Upgrading/Retraining	23
F. Job Search	1,955
G. Work Experience	352
H. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	2,048

Note: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100 percent.

Youth



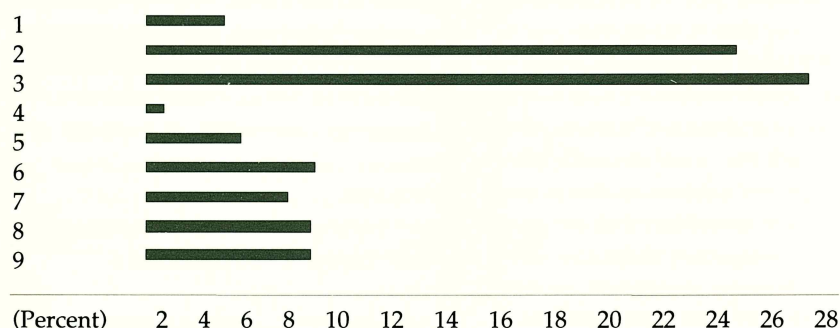
Service Provided	# Served
A. Skill Training	1,191
B. On-the-Job Training	1,554
C. Customized Training	739
D. Remedial/Basic Training	675
E. Upgrading/Retraining	15
F. Job Search	600
G. Work Experience	682
H. Exemplary Activities	3,111
I. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	1,708

Note: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100 percent.

Statistical Profile of Program Performance

Missouri JTPA Program Year 1987

Terminee Employment by Occupational Group



1. Professional, Technical, Managerial (598)
2. Clerical and Sales (2,686)
3. Service Occupations (3,047)
4. Agricultural, Fishery, Forestry (230)
5. Processing (649)
6. Machine Trades (983)
7. Benchwork (880)
8. Structural Work (965)
9. Miscellaneous Occupations (967)

Results from the Telephone Survey

Total Surveyed: 5,446

Worked 13th week: 3,655 (67.1%)

Did not work 13th week: 1,791 (32.9%)

Quality of Service

Excellent: 2,323 (42.9%)

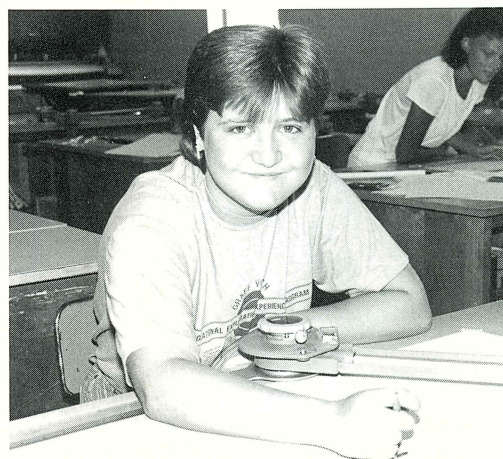
Good: 2,187 (40.4%)

Fair: 576 (10.6%)

Current Status

Employed part-time: 780 (14.3%)

Employed full-time: 2,948 (54.1%)



1987 Participant Outcomes

During Program Year 1987, the JTPA Program in Missouri served 19,360 participants in Title II-A. 16,924 completed the program, 11,012 of which were placed into unsubsidized employment.

A high percentage of program participants (28 percent) was placed in service occupations; clerical and sales occupations followed with a 24% placement rate. Approximately nine percent each were placed in machine trades, structural work and miscellaneous occupations.

Follow-up

Effective July 1, 1986, the Department of Labor began requiring states to conduct a 13-week follow-up survey. It is to be based on a random sample of all adults and adult welfare terminees under Title II-A, and on a statewide basis for terminees served under Title III.

Beginning September 27, 1987, the Division of Job Development and Training assumed follow-up program operational duties, formerly provided by Missouri's Division of Employment Security (DES). Data processing for the

program continued to be provided by DES.

Overall, Missouri reached an 84 percent response rate for PY87, which was one of the top response rates in the nation.

Governor's Awards

What the Awards Are

On October 6, 1988, the Governor's awards were presented at the Missouri Job Training Coordinating Council's Annual Conference, recognizing outstanding performance in job training during Program Year 1987.



Distinguished Participating Businesses

Winners

WDAF-TV Channel 4, SDA 3
3M National Advertising
Company, SDA 13
Southwestern Bell Telephone
Company, SDA 4

Accomplishments

WDAF-TV has been an essential element in the success of SDA 3's Summer Jobs For Youth Program Telethon. WDAF-TV provided air time and resources which resulted in over 3,100 jobs pledged for the summer youth program.

3M National Advertising Company provided space, free of charge, on a billboard on I-179 in St. Louis County to publicize SDA 13's job

training partnership to prospective employers and the entire community.

In Program Year 1987 *Southwestern Bell Company* helped establish the "Lift-Mo" program which committed \$347,000 to help conquer illiteracy in Missouri and is committing one million dollars over the next three years toward this effort.

Outstanding Private Industry Council

Winner

Job Council of the Ozarks, SDA 8

Accomplishments

SDA 8's effective job training efforts rest firmly upon the active involvement of its PIC members. This has permitted centralized coordination of its job training programs and is reflected in the distinction as one of the consistently highest performing SDAs in the State. In 1987 the Council received national recognition when the National Alliance of Business honored them with the 1987 Distinguished Performance Award.

Outstanding Performing SDA

Winners

SDA 5 (Top Performer), Mark Haviland, chairperson
SDA 3 (Top Performer), Richard P. Kreckler, chairperson
SDA 8, W.K. Lewis, chairperson

Accomplishments

This year the Missouri Job Training Coordinating Council decided to recognize performance excellence in different ways.

Recognition is given to SDA 3,

the top performing service delivery area, for exceeding its minimum performance standards.

SDA 5 is recognized as the top performing SDA when percentage exceeding performance standards is considered with service to school dropouts and welfare recipients.

SDA 8, a perennial top performer, is similarly recognized for its outstanding accomplishments during PY87.

Special Recognition of Dedication and Service in PY87

Winner

Private Industry Council SDA 6
& the St. Louis Agency on
Training and Employment
(SLATE) Staff

Accomplishments

During PY87, SDA 6 made special efforts to reach or exceed its program goals and expenditure rates. The success of JTPA programming in SDA 6 has been the result of a combined effort between the Mayor's office, the Private Industry Council, SLATE, and the various program operators.

Outstanding Contribution by a State-Funded Customized Training Program

Winner

Western Missouri Private
Industry Council, SDA 4

Accomplishments

SDA 4's success is attributed to its outstanding coordination in the development and delivery of training programs. In PY87, 286 participants were trained and

placed into unsubsidized employment with 37 different businesses.

Outstanding Contributions by an SDA-Funded Customized Training Program

Winner

Private Industry Council SDA 1

Accomplishments

SDA 1's Customized Training Program exemplifies the benefits of coordination between state and local agencies when responding to local economic needs. The SDA staff assembled a team of 14 agencies and prepared a comprehensive training plan for a business that was opening a plant in northwest Missouri. Over 700 applications were distributed, and 400 applicants were screened for eligibility and tested for basic educational skills.

Outstanding Contributions by a Program for Special Populations

Winners

Special School District St. Louis County, SDA 13
Project Ahead, Western Missouri PIC, SDA 4
Project Place, Job Council of the Ozarks, SDA 8

Accomplishments

The Special School District provides a solution for many handicapped youth who may drop out of the educational system with little or no skills to allow them to gain employment. During PY87, 112 students were served in this industry-based program.

Project Ahead ("Adults Headed

for Education Advancement") is a cooperative effort between the SDA and eight educational institutions. Single parents, homemakers and displaced homemakers comprise the project's targeted population and receive both academic and employment counseling.

Project Place targets high school dropouts and teen mothers and provides academic remediation, employment/training and counseling. During PY87 out of those participants who were tested, 94% received their GED. Program outcomes include a positive self-concept and developing living skills.

Outstanding Contributions by an Exemplary Youth Program

Winner

Providence Program, Inc., SDA 6

Accomplishment

Providence Program, Inc. provides counseling and pre-vocational training services to inner-city economically and academically disadvantaged youth. During PY87, 150 inner-city youth were served in the program; 100% of these were school dropouts and the program achieved an entered employment rate of 67%.

Outstanding Literacy Program

Winners

Southeast Missouri Private Industry Council, SDA 11
Hannibal Area Vocational Technical School (AVTS), SDA 2

Accomplishments

Southeast Missouri Private Industry Council developed a special Title II-B project designed to provide educational enrichment and work experience to summer participants who were functioning at or below acceptable reading and math levels. During the Title II-B program, 277 youth received educational enrichment.

The Hannibal AVTS operates "Project Step" which serves at-risk high school students and adults without a high school diploma by providing basic survival and employment skills. During PY87 Project Step served 166 participants; of these, over two thirds either achieved their program objectives or found employment.



Outstanding Contributions by a State-Funded Experi- enced Worker Program

Winner

Pioneer Community College,
SDA 12

Accomplishment

Pioneer Community College's Experienced Worker Program has been consistently considered a top performer. In PY87, the program achieved an entered employment rate of 91% and an average entered employment wage rate of \$5.22 per hour.

Outstanding Contributions by a Dislocated Worker Program

Winner

Metropolitan Re-employment
Project (MRP), St. Louis
Community College, SDA 13

Accomplishments

MRP's program has been recognized both locally and nationally for several years for outstanding dedication and service. During PY87 MRP served a total of 876 participants, achieved an entered employment rate of 89% and had an \$8.31 average wage per placement.



Outstanding Contributions by a Skill Training Program

Winner

Private Industry Council SDA 15

Accomplishments

During PY87 three educational institutions in SDA 15, (Jefferson College, Hillsboro; East Central College, Union; and Four Rivers Area Vocational Technical School, Washington, Missouri) operated a skill training program, which served over 300 participants. The SDA's skill training program resulted in an adult entered employment rate of 86% and an adult average wage at placement of \$4.53.

Outstanding Contributions by an On-the-Job Training Program

Winner

Office of Employment and
Training, Department of
Human Resources, St. Louis
County, SDA 13

Accomplishments

SDA 13's OJT program utilizes a computer-based job matching system, which selects from the available applicants those whose interests and abilities match the

skills required by the employer. During the past year, SDA 13's job representatives developed over 1,600 jobs.

Outstanding Local Elected Official

Winners

J.W. Toalson, Presiding
Commissioner of Audrain
County, SDA 5

Elizabeth Faulkenberry,
Presiding Commissioner of
Jefferson County, SDA 15

Accomplishments

Commissioner Toalson has been an active partner in SDA 5's job training system. He consistently displays a true spirit of dedication and commitment to JTPA and those who are served.

Commissioner Faulkenberry's leadership in SDA 15 has resulted in continued outstanding performance. During the last four years SDA 15 has met and exceeded its minimum performance standards.

Job Training Professional of the Year

Winners

Jerry Reese, Director of Business and Industry, Lewis and Clark Area Vocational Technical School, SDA 14

Dr. Judy Kuhlman, Executive Director of the Western Missouri Private Industry Council, SDA 4

Accomplishments

Mr. Reese has gained a widely recognized reputation in the Missouri job training system as a dedicated and hard-working professional. His ability to bring people and agencies together in a cooperative effort has been evidenced in several local customized training projects in the St. Charles area.

Developing and implementing successful JTPA programs is the exceptional talent Dr. Kuhlman possesses. She was elected the first chairperson of the newly formed Training and Employment Administrators of Missouri (TEAM). She also serves as a board member for the National Rural Network, and was selected to serve on a Department of Labor task force to review performance standards for PY88.



Judy Kuhlman presents awards by "TEAM" to Mike Hartmann and Ken Christgen for exemplary leadership and service.

Outstanding Private Industry Council Member

Winner

Joyce Williams, Chairperson, Private Industry Council, SDA 14

Accomplishments

Ms. Williams spearheaded efforts by helping to lead in the formation of the Missouri Organization of Private Industry Council Chairpersons (MOPICC). Her leadership is also greatly illustrated by the performance outcomes of SDA 14 during her tenure as chairperson. SDA 14's entered employment rate in PY87 was 84% and the average wage at placement was \$6.10.



Award of Merit

Joseph Daniels, Director, Vocational and Adult Education, Carrollton Area Vocational Technical School

Accomplishments

Mr. Daniels has been an active and committed PIC member since the initial formation of SDA 4's PIC. He has been a solid supporter of the goals which have established Missouri as a leader in the JTPA system.

Missouri Job Training Coordinating Council Program Year 1987

Activities Summary/ Recommendations/ Action

A number of significant programs, plans and events were initiated by the Missouri Job Training Coordinating Council (MJTCC) through its job training and policy advisory roles including:

- Sponsorship of the Governor's annual job training conference, "Building Missouri's Workforce for the Year 2000", featuring a variety of speakers and workshops for the benefit of over 450 participants.
- Authorization and support for the establishment of the Missouri Training Institute (MTI) through the University of Missouri-Columbia. Based upon a needs survey of over 600 employment and training professionals statewide, MTI provided training to over 700 job training professionals through 33 workshops during its first year of operation.
- Initiation through the Division of Job Development and Training of "Missouri at Work" marketing brochures and a speaker's kit with uniform information concerning job training programs such as customized training, worker re-entry, experienced worker and rapid response. These brochures were designed to complement the marketing



materials of local private industry councils while offering an inter-agency "umbrella" description of the Missouri job training system.

- Plans for MJTCC sponsorship of statewide JTPA public forums to be held in Springfield, Cape Girardeau, St. Louis and Kansas City early in PY88.
- Formation of a special issue group to address and submit recommendations concerning the problem of literacy as it relates to job training and the workplace.

Coordinated Service Delivery/ Action

At the Governor's request, MJTCC began a study in PY86 to address the issue of coordinated service delivery. The study revealed that job training and development in Missouri is not a tightly integrated system. Rather it is a set of interrelated programs and activities that are loosely coordinated in pursuit of sometimes shared goals. MJTCC concluded that the state must provide more planning, guidance and technical help through an orchestrated inter-agency approach to increase local program effectiveness in serving

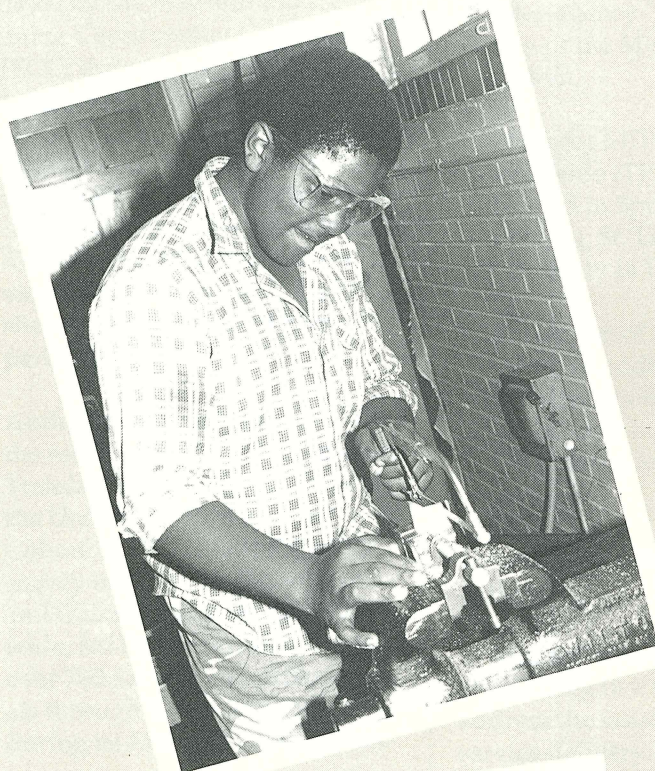
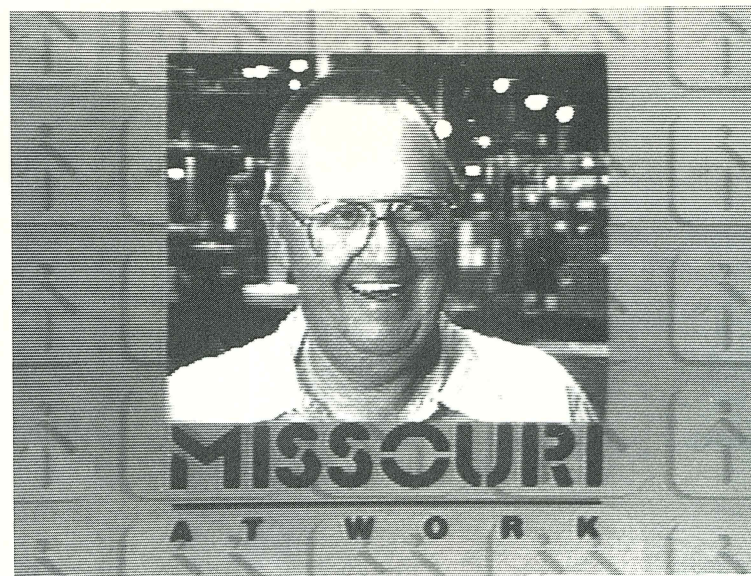
both employers and workers.

In follow-up to this study MJTCC initiated these actions through the Division of Job Development and Training:

1. Required, through the Governor's Coordination and Special Services Plan for PY88 and PY89, that private industry councils through their local service delivery areas improve inter-agency coordination by:
 - Developing and implementing an outreach, intake, assessment and referral plan by July 1, 1990.
 - Developing and implementing an employer marketing plan by July 1, 1990.
 - Developing and implementing an education linkage plan by February 15, 1989.
2. Began technical assistance through JDT for SDAs in their required coordination planning and evaluation of results. A special discretionary grant was awarded to JDT from the U.S. Department of Labor for this purpose beginning in PY88.
3. Endorsed legislation introduced in the Missouri General Assembly to establish the Missouri

Training and Employment Council (MTEC). This new council would replace MJTCC and assume its roles, responsibilities and duties. Additionally, MTEC would be required to develop and recommend to the Governor and the General Assembly a state employment and training policy as well as an inter-agency plan.

4. Directed JDT to follow-up with numerous Council recommendations based upon the study. Resolution was sought with various state and local agencies to address identified coordination issues.



MJTCC Membership

Missouri Job Training Coordinating Council

1987 - 1988



Business

J.C. Benage
United Savings and Loan Association
President and Chairman

Barbara Carroll
Pipe Fabricators, Inc.
Secretary-Treasurer

Ken Christgen, Jr.
Walnut Products, Inc.
Vice-President

Bill House, Jr.
House Construction Co., Inc.
President

Mysie Keene
Blanchard Realty Co.
Realtor Associate

Jack McCarthy
Chem-Free Water Technologies, Inc.
President

Janice C. Schuerman
MFA, Inc.
Vice President,
Corporate and Member Services

Warren T. Snover
National Benevolent Association
Director of the Human Resources Department

Jan C. Tupper
Allgeier, Martin & Associates, Inc.
Senior Project Director

John Walker
Blue Cross and Blue Shield of Kansas City
Senior Vice-President, Corporate and
Information Services

Local Government

Randy Best
Clark County
Treasurer

The Honorable H.C. Compton
Greene County
Presiding Commissioner

Betty Gregoire
Platte County
Assessor

Mike Johnson
Ripley County
Public Administrator

Larry Webber
Mexico, Missouri
Mayor

General Public

Rev. Samuel Marshall
Metropolitan Missionary Baptist Church
Associate Minister

Local Education

Joseph Daniels
Carrollton AVTS
Director of Vocational & Adult Education

Dr. William J. Mann
Metropolitan Community College
Chancellor

Dr. Donald Shook
St. Charles County Community College
President

Community-Based Organizations

Doris Jones
Urban League of Metropolitan St. Louis, Inc.
Vice-President of Community Programs

Labor

George P. Clark
St. Louis Carpenters District
Council Local Union 1310
Representative

Daniel J. "Duke" McVey
Missouri State Labor Council
President

Clinton Ramsey
Operating Engineers Local 101
Consultant

State Agencies

Dr. Robert Bartman
Department of Elementary and Secondary
Education
Commissioner of Education

C. Bruce Cornett
Division of Employment Security
Director

Carl Koupal, Jr.
Department of Economic Development
Director

Tom Sullivan
Department of Economic Development
Deputy Director

General Assembly

The Honorable Bob Griffin
Speaker of the House

The Honorable John Bass
Missouri Senate

Produced by
The Missouri Division of Job Development and Training
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Jefferson City, MO 65109